

Annual EEO Public File Report

CITY OF LAKES MEDIA
Covering the Period from December 1, 2020 to November 30, 2021

Stations Comprising Station Employment Unit:
KFMC-FM/KSUM-AM/KEMJ-FM

Vacancy Information

Full-time Positions Filled by Job Title	Date Hired	Total # Interviewed	Recruitment Sources Utilized	Recruitment Source of Hire
Announcer	2/1/2021	5	1,2,5	5
Account Executive	3/30/2020	2	2, 3	2
Account Executive	6/7/2021	7	1, 2, 3	2
Account Executive	6/9/2021	Included Above	Included Above	3
Announcer	11/29/2021	5	1, 4, 6, 7	7
Account Executive	11/15/2021	7	2, 3 4, 7	7

Recruitment Sources:

Radio Announcements

	<u>Contact Person/Type</u>	<u>Address</u>	<u>Telephone or email</u>	<u>#Interviews from Source</u>
1. City of Lakes Media Radio Stations	Matt Ketelsen	1371 West Lair Road, Fairmont, MN 56031	507-235-5595	4

Internet Site:

2. Indeed	website	www.indeed.com	website only	6
3. Facebook	Social Media	www.facebook.com	website only	5
4. City of Lakes Station Websites	website	1065lakesfm.com / ksum.com / emoji1015.com	website only	2
5. All Access	Job Board	allaccess.com	website only	4
6. MN Broadcasters Association	Job Board	minnesotabroadcasters.com	website only	

Other

7. Referral	Matt Ketelsen	1371 West Lair Road, Fairmont, MN 56031	507-235-5595	2
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Supplemental Recruiting Initiatives

Virtual Career Fair	March 31, 2021	Becky Martin: becky.martin@byron.k12.mn.us	Matt Ketelsen participated in a Virtual Career Fair with the Byron High School
Mankato Job Fair	June 5, 2021	Brett Prescher: brettpr@radiomankato.com	City of Lakes Media Attended the Mankato Job Fair with information about the station and various positions within the station.
EEO Compliance Meeting for Managers	October 28, 2021	Matt Ketelsen: mattk@radiomankato.com	Matt Ketelsen held an EEO Compliance Meeting for all managers and all employees with hiring authorization.